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GOVERNMENT OF INDIA  
MINISTRY OF LABOUR  
NOTIFICATION

*New Delhi, the 13th June 1949*

**No. LR.2(205).**—In exercise of the powers conferred by section 7 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government is pleased to constitute an Industrial Tribunal consisting of the following members, for the adjudication of industrial disputes in banking companies, namely,

- (1) Mr. K. C. Sen, President, Industrial Court, Bombay and retired Judge of the High Court of Judicature, Bombay —*Chairman*
- (2) Mr. S. P. Varma, Chairman, Industrial Tribunal, Dhanbad and retired Judge of the High Court of Judicature, Patna. —*Member.*
- (3) Mr. J. N. Majumdar, Retired Judge of the High Court of Judicature, Calcutta —*Member.*

ORDER

*New Delhi, the 18th June 1949.*

**No. LR.2(212).**—Whereas an industrial dispute has arisen between the banking companies mentioned in Schedule I annexed hereto (including their branches) and their employees in respect, so far as the Central Government is aware, of the matters specified in Schedule II hereto annexed;

And whereas the Central Government considers it desirable to refer the dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (c) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government is pleased to refer the said dispute for adjudication to the Industrial Tribunal constituted under section 7 of the said Act by Notification of the Government of India in the Ministry of Labour No. LR-2(205), dated the 13th June 1949.

#### SCHEDULE I

*(List of scheduled banks having branches in more than one province or state.)*

##### GROUP A.

(i) *Banks having deposits of over Rs. 50 Crores.*

1. Imperial Bank of India.
2. Central Bank of India, Ltd.
3. Bank of India, Ltd.

(ii) *Exchange Banks.*

1. Bank of China, Ltd.
2. Chartered Bank of India, Australia & China.

3. Comptoir National D'Escompte de Paris.
4. Eastern Bank, Ltd.
5. Grindlays Bank, Ltd.
6. Hongkong and Shanghai Banking Corporation.
7. Lloyds Bank, Ltd.
8. Mercantile Bank of India, Ltd.
9. National Bank of India, Ltd.
10. National City Bank of New York.
11. Netherlands India Commercial Bank.
12. Netherlands Trading Society.

GROUP B

*Other scheduled banks having deposits between Rs. 15 and 50 Crores.*

1. Allahabad Bank, Ltd.
2. Bank of Baroda, Ltd.
3. Indian Bank, Ltd.
4. Punjab National Bank, Ltd.
5. United Commercial Bank, Ltd.

GROUP C

*Other scheduled banks.*

1. Andhra Bank, Ltd.
2. Bank of Assam, Ltd.
3. Bank of Behar, Ltd.
4. Bank of Bikaner, Ltd.
5. Bank of Jaipur, Ltd.
6. Bank of Maharashtra, Ltd.
7. Bank of Mysore, Ltd.
8. Bank of Nagpur, Ltd.
9. Bank of Rajasthan, Ltd.
10. Bengal Central Bank, Ltd.
11. Bharat Bank, Ltd.
12. Bharatha Lukshmi Bank, Ltd.
13. Calcutta National Bank, Ltd.
14. Canara Bank, Ltd.
15. Canara Banking Corporation, Ltd.
16. Canara Industrial & Banking Syndicate, Ltd.
17. Comilla Banking Corporation, Ltd.
18. Comilla Union Bank, Ltd.
19. Devkuran Nanji Banking Company, Ltd.
20. Dinajpore Bank, Ltd.
21. Gadodia Bank, Ltd.
22. Habib Bank, Ltd.
23. Hind Bank, Ltd.
24. Hindustan Commercial Bank, Ltd.

25. Hindustan Mercantile Bank, Ltd.
26. Hyderabad State Bank, Ltd.
27. Indian Overseas Bank, Ltd.
28. Indo-Commercial Bank, Ltd.
29. Indo-Mercantile Bank, Ltd.
30. Jodhpur Commercial Bank, Ltd.
31. Laxmi Bank, Ltd.
32. Mercantile Bank of Hyderabad, Ltd.
33. Narang Bank of India, Ltd.
34. Nath Bank, Ltd.
35. National Bank of Lahore, Ltd.
36. National Savings Bank, Ltd.
37. Nedungadi Bank, Ltd.
38. New Citizen Bank of India, Ltd.
39. Oriental Bank of Commerce, Ltd.
40. Palai Central Bank, Ltd.
41. Prabhat Bank, Ltd.
42. Pratap Bank, Ltd.
43. Punjab & Sind Bank, Ltd.
44. Punjab Co-operative Bank, Ltd.
45. Southern Bank, Ltd.
46. South India Bank, Ltd.
47. South Indian Bank, Ltd.
48. Travancore Bank, Ltd.
49. Travancore Forward Bank, Ltd.
50. Union Bank of India, Ltd.
51. United Industrial Bank, Ltd.
52. Vysya Bank, Ltd.

#### Group D

*(Banks which have suspended payments or are granted moratorium or are prohibited from accepting fresh deposits or are in liquidation).*

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| 1. Calcutta Commercial Bank, Ltd.        | Under Moratorium.                              |
| 2. Exchange Bank of India & Africa, Ltd. | Provisional liquidator appointed.              |
| 3. Jwala Bank, Ltd.                      | Prohibited from accepting fresh deposits.      |
| 4. Laxmi Commercial Bank, Ltd.           | Working under scheme of arrangements.          |
| 5. Mahaluxmi Bank, Ltd.                  | Under Moratorium.                              |
| 6. New Bank of India, Ltd.               | Working under scheme of arrangements.          |
| 7. Noakhali Union Bank, Ltd.             | Under Moratorium.                              |
| 8. Pioneer Bank, Ltd.                    | Under Moratorium.                              |
| 9. Traders Bank, Ltd.                    | Working under scheme of arrangements.          |
| 10. Tripura Modern Bank, Ltd.            | Application for scheme of arrangement pending. |

*(List of non-scheduled banks having offices in more than one province or state.)*

GROUP A.—Banks working normally.

1. Agricultural & Industrial Bank Ltd., Coondapur.
2. All India Bank Ltd., Calcutta.
3. Ambat Bank Ltd., Chittur, Cochin.
4. Associated Bank of Tripura Ltd., Calcutta.
5. B. & A. Bank Ltd., Calcutta.
6. Bank of Indore Ltd., Indore.
7. Bank of Industries Ltd., Calcutta.
8. Bank of Sirmur Ltd., Sirmur.
9. Benares State Bank Ltd., Benares State.
10. Bengal Bank Ltd., Calcutta.
11. Bengal Express Bank Ltd., Calcutta.
12. Bengal Oriental Bank Ltd., Comilla, E.P.
13. Bharat National Bank Ltd., Chakradharpur, Bihar.
14. Bharata Bank Ltd., Piravom, Travancore State.
15. Bishnupur Bank Ltd., Bishnupur, Bengal.
16. Catholic Syrian Bank Ltd., Trichur, Cochin.
17. Catholic Union Bank Ltd., Mela, Cochin.
18. Central Calcutta Bank Ltd., Calcutta.
19. Central Mercantile Bank Ltd., Monghyr, Bihar.
20. Chaldean Syrian Bank Ltd., Trichur, Cochin.
21. Cochin Commercial Bank Ltd., Cochin.
22. Cochin Nayar Bank Ltd., Trichur, Cochin.
23. Cochin Union Bank Ltd., Cochin.
24. Coconada Radhasoami Bank Ltd., Coconada, Madras.
25. Comilla Commercial Bank Ltd., Calcutta.
26. Depositors Bank Ltd., Lahore, West Punjab.
27. Dhanalakshmi Bank Ltd., Trichur, Cochin.
28. East Bengal Bank Ltd., Calcutta.
29. Gauhati Bank Ltd., Gauhati, Assam.
30. G. Raghunathmull Bank Ltd., Hyderabad (Deccan).
31. Hindu Bank Karur Ltd., Trichinopoly, Madras.
32. Indian Insurance & Banking Corporation Ltd., Trichur, Cochin.
33. Indian Relief Bank Ltd., Madras.
34. India's Ideal Banking Corporation Ltd., Bangalore.
35. Inland Bank Ltd., Calcutta (H.O. Patna).
36. Jayalaxmi Bank Ltd., Mangalore, S. Canara, Madras.
37. Josna Bank Ltd., Mattancherry, Cochin.
38. Karnataka Bank Ltd., Mangalore, S. Canara, Madras.
39. Lord Krishna Bank Ltd., Cranganoor, Cochin.
40. Loyal Bank Ltd., Chandpur, East Pakistan.
41. Maharashtra Apex Bank Ltd., Udipi, S. Kanara, Madras.

42. Malabar Bank Ltd., Trichur, Madras.
43. Malarkode Bank Ltd., Palghat.
44. Manindra Banking Corporation Ltd., Berhampur.
45. Mannar Bank, Ltd., Mannar (*via*) Mavelikara, Travancore
46. Model Bank of India Ltd., Calcutta.
47. National Central Bank Ltd., Calcutta.
48. National City Bank Ltd., Jullundur.
49. Orient Bank of India Ltd., Patna.
50. Overland Bank Ltd., Calcutta.
51. People's Credit Bank Ltd., Calcutta.
52. Prabhakara Bank Ltd., Moodbidri, S. Kanara.
53. Provincial Union Bank Ltd., Calcutta.
54. Punjab Central Bank Ltd., Delhi.
55. Sakti Bank Ltd., Calcutta.
56. Safe Bank Ltd., Nagpur City.
57. Sonapur Bank Ltd., Calcutta.
58. Sterling Bank Ltd., Calcutta.
59. Suburban Bank Ltd., Trichur.
60. Thomco Bank Ltd., Alleppey, Travancore.
61. Tripura State Bank Ltd., Agartala, Tripura State.
62. United Calcutta Bank Ltd., Calcutta.
63. United Central Bank Ltd., Calcutta.
64. Union Bank of Bengal Ltd., Calcutta.
65. U.P. Union Bank Ltd. Gonda, U.P.
66. Vijaya Bank Ltd., Mangalore, S. Canara, Madras.

#### GROUP B

*Banks which are working under scheme of arrangement or are in liquidation, etc.*

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| 1. Aryan Bank Ltd., Calcutta.                          | Working under scheme of arrangement.   |
| 2. Assam Bengal Central Industrial Bank Ltd., Silchar. | Defunct, though its affairs are not wound up formally.                                     |
| 3. Associated Bank of India Ltd., Calcutta.            | Working under scheme of arrangement.   |
| 4. Bengal Union Bank Ltd., Calcutta.                   | Working under scheme of arrangement.   |
| 5. Bharat Mercantile Bank Ltd., Calcutta.              | Reported to be in voluntary liquidation.   |
| 6. Calcutta Mercantile Bank, Ltd., Calcutta.           | Provisional liquidator was appointed and later discharged.<br>Copy of Court order awaited. |
| 7. Dass Bank, Ltd. Calcutta                            | Petition for sanction of scheme of arrangement pending in the Court.                       |
| 8. Dhakuria Banking Corporation Ltd., Calcutta.        | Stated to have closed its doors from 15th September 1948.                                  |
| 9. Eastern Traders Bank Ltd., Calcutta.                | Petition for its winding up pending in Court.  |
| 10. Girish Bank Ltd., Calcutta.                        | Scheme of arrangement pending for final sanction.  |

11. Hazardj Bank, Ltd., Calcutta.	According to press reports the bank has been ordered by the Court to be compulsorily wound up.
12. Indian National Bank, Ltd., Calcutta.	Working under scheme of arrangement.
13. National Chamber's Bank Ltd., Gauhati.	Reported to be defunct.
14. National Economic Bank Ltd., Calcutta.	Petition for its winding up pending before Calcutta High Court.
15. Northern Bank Ltd., Calcutta.	Working under scheme of arrangement.
16. Public National Bank Ltd., Calcutta.	Latest position not known.
17. Punjab and Kashmir Bank Ltd., Delhi.	Under scheme of arrangement.
18. Sahukara Bank Ltd., Ludhiana.	Under scheme of arrangement.
19. Shillong Banking Corporation Ltd., Shillong.	Scheme of arrangement pending.
20. Simla Banking and Industrial Co. Ltd., Simla.	Applied for scheme of arrangement.
21. Sonar Bangla Bank Ltd., Calcutta.	Working under scheme of arrangement.
22. Suburban Bank Ltd., Calcutta.	Ordered to be compulsorily wound up.

## SCHEDULE II

1. Scales of pay, including
  - (a) whether the remuneration of employees and their periodical increments should be correlated to their efficiency and attendance; and
  - (b) whether, if basic scales are recommended, such scales of pay of particular categories should be uniform all over India and whether the differences in the cost of living of the various centres should be adjusted by the grant of compensatory allowances.
2. Rules for fitting the existing staff into the revised scales of pay.
3. Dearness allowance to staff as well as pensioners. Can a portion of the dearness allowance be transferred to, and absorbed in, the basic wage? In particular can this be done in the case of banks in the United Provinces in respect of the allowance payable at the commencement of Shri B. B. Singh's award?
4. House rent allowance. If this allowance is payable, should it be paid to all employees falling under the category of workmen?
5. Other allowances payable, for example, children's allowance, conveyance allowance for clerks for journeys to and from the clearing house, outstation allowance to members of the Cash Department going out with cash.
6. Bonus, including the qualifications for eligibility and method of payment.
7. Provident fund, including the rate of contribution and the rate of interest.
8. Gratuity, including whether it should be compulsory or *ex gratia*? Does the scheme recommended by Shri R. B. Singh for the United Provinces in his award need revision?
9. Pension, including the question whether any pension scheme should be introduced in banks having Provident Fund and/or Gratuity Schemes.
10. Guarantee Fund.
11. Insurance against old age, sickness, death or injury from accidents in the course of the discharge of duties.

12. Leave Rules.

13. Hours of work and overtime.

14. Medical aid and expenses.

15. Cash deposits, fidelity bonds and other securities to be furnished by staff, including the questions

(a) whether failure to furnish such security should operate as a bar on confirmation, and

(b) whether the scheme of security and guarantee introduced by the Punjab National Bank Ltd., is suitable.

16. Recognition of (i) The Punjab National Bank Employees' Union (East Punjab); (ii) The Bharat Bank Employees' Union, Delhi; (iii) The United Provinces Bank Employees' Unions.

17. Method of recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action.

18. Refrenchment and victimisation (Specific cases to be cited by employees).

19. Payment of workers reinstated under item 18.

20. Whether income and professional taxes payable by employees should be paid on their behalf by banks?

21. Utilization of proceeds from fines.

22. Subsistence allowance during periods of suspension.

23. Whether head cashiers or treasurers' representatives or any employees who perform their functions are to be treated as Departmental Incharges.

24. Waiving of age restrictions for promotion to supervisory grades.

25. Policy regarding transfer of employees.

26. Travelling allowance and joining time on transfer.

27. Whether cash compensation is payable to employees of branches situated in Pakistan who have had to come away to India and have not been employed in the Branches in India.

28. Should bank pensioners be entitled to accept employment after retirement with or without the permission of the banks from which they draw their pensions?

29. Return of quarters to peons etc. of Bharat Bank Ltd., Delhi, who were deprived of quarters after the strike in December 1948.

30. Right to existing terms of service where they are more liberal than those of the awards of this Tribunal.

31. Rules regarding promotions.

32. Works Committees—Should they be established or not?

33. Should banks be classified into different categories for the purposes of this adjudication and if so, on what lines?

34. How should branch offices be classified, having regard to the extent of their business?

35. Should shops and commercial establishments acts and similar provincial enactments apply to all banks without exception?
36. Standing Orders regulating the conditions of service of bank employees and the procedure in making amendments to them.
37. Categories of employees to whom the award of the Tribunal is applicable.
38. In what manner and to what extent do the decisions of the Tribunal require modification in the case of employees of banks under liquidation or moratorium?

NOTE: This list is *not* intended to be exhaustive.

K. N. SUBRAMANIAN, Joint Secy.